To Propose a Wellness Model for better Physical Wellness, Mental Wellness and Stress Management of CRPF Personnel

SHORT SYNOPSIS

Submitted in partial fulfillment of the requirement of the degree of

DOCTOR OF PHILOSOPHY

by

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MANAV RACHNA UNIVERSITY
Sector-43, Aravali Hills, Faridabad

Date: 03.06.2023

DECLARATION BY THE SCHOLAR

I hereby declare that the short synopsis entitled "**To Propose a Wellness Model for better Physical Wellness, Mental Wellness and Stress Management of CRPF Personnel**"being submitted in partial fulfillment of the requirement for the degree of Doctor of Philosophy in the **Department of Management and Commerce** under the **School of Management and Commerce**of ManavRachnaUniversity, Faridabad during the academic year **2022-23**.
It is the work that is expected to be carried out under the supervision of**Dr. Subodh Saluja**
Further, it is declared that the short synopsis is within the plagiarism limit and copy of the same is attached as per the University norms.

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CERTIFICATE BY SUPERVISOR

This is to certify that, the short synopsis entitled "**To Propose a Wellness Model for better Physical Wellness, Mental Wellness and Stress Management of CRPF Personnel**" is anoriginal piece of work done by research scholar**Bhagat Singh** under the supervision of Dr. Subodh Saluja for the degree of Doctor of Philosophy in the **Department of Management and Commerce**under the **School of Management and Commerce**of Manav Rachna University, Faridabad during the academic year **2022-23**.

Further, it is certified that the short synopsis is within the plagiarism limit and copy of the same is attached as per the University norms.

Supervisor

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ABSTRACT

Wellness is the new buzzword in Human Resource management practices of various organizations in 21st Century. Every organization want to achieve 100 percent alignment in terms of its expectations with competencies of its employees, so that person organization fit (POF) can be identified, groomed for enhancing organizational efficiency. Central Reserve Police Force (CRPF), the largest Central Armed Police Force (CAPF) of India, which is mandated to preserve and promote law and order across the length and breadth of India, is a great repository of trained and disciplined human resources. As CRPF is the lead internal security police force of the Union of India so the overall wellness of the CRPF personnel need to be optimum, to be relevant and contemporary. This study is to explore the factors affecting physical wellness, mental wellness and causing stress among CRPF Personnel. In this study existing guidelines for physical wellness, mental wellness and stress management among CRPF/CAPF personnel will also be explored and a Wellness Model is being proposed for better physical wellness, mental wellness and stress management among CRPF personnel. Recommendations and suggestions for better Physical, Mental wellness and stress management of its personnel through proposed Wellness Model will also be forwarded to CRPF / MHA. The proposed Wellness Model can give tangible results in performance, when it is understood and implemented at all institutions of CRPF and to the last men of the ranks and files.

Keywords: CAPF, CRPF, Battalion, Physical Wellness, Mental Wellness, Stress Management, Wellness Model

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To Propose a Wellness Model for better Physical Wellness, Mental Wellness and Stress Management of CRPF Personnel

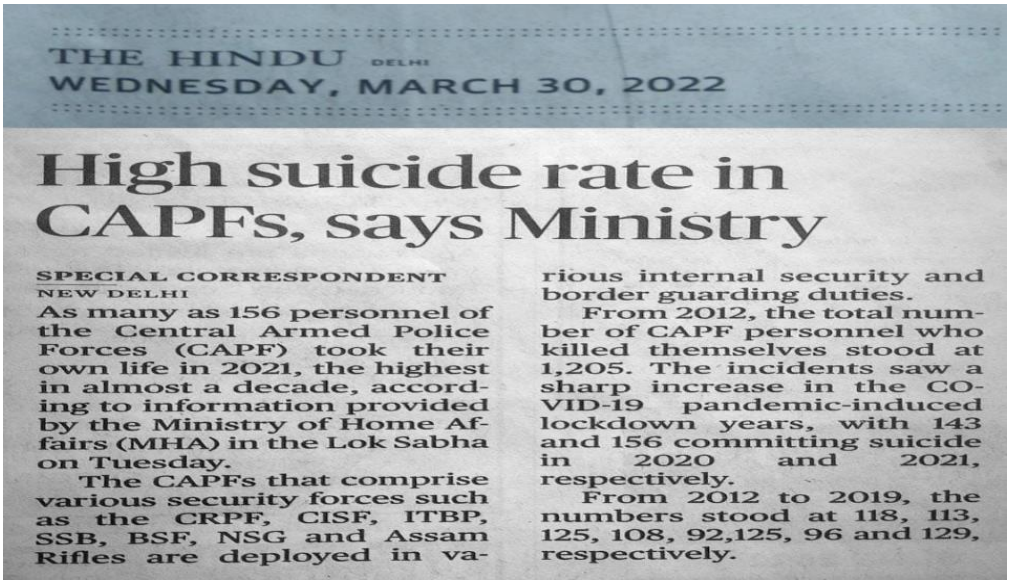
Introduction: Central Reserve Police Force (CRPF) is a Central Armed Police Force (CAPF) under Ministry of Home Affairs (MHA), Government of India. CAPFs includes (BSF, CRPF, CISF, ITBP, SSB, AR, NSG). The organizational expectations are aptly summated in CRPF's mission statement. CRPF is an organization, which have representation from various spectrum of the society.

"The mission of CRPF shall be to enable the government to maintain rule of law, Public order and internal security effectively and efficiently, to Preserve National Integrity and Promote Social Harmony and Development by upholding supremacy of the Constitution."

The organization has been expanded in a very big size which consists of personnel from various caste, creed, religion / sect and various states/UTs. CRPF is primarily meant for aiding the state police forces, to preserve and promote law and order for maintaining Internal Security of the country. CRPF personnel are deployed in a very dynamic environment for various types of duties which also includes operational deployments for counter insurgency operations, border deployments, round the clock vigil of VIP security, protecting vital installation across the length and breadth of the country with fewer resources. CRPF has also to tackle various problems emanating from the rapid and continuously changing economic, social, political, and security scenarios. These challenges range over a wide spectrum of duties from dealing with terrorism of Jammu & Kashmir, insurgency in the North East, combating Left Wing Extremism, reserving and restoration of normalcy in communal riots, and elections duties make the presence of CRPF ubiquitous. Thus, duties vary from a Band-O-Bust duty to executing an anti-terrorist operation and include everything in between.

In the satires (Satire VI, lines 347–348), Roman poet Juvenal writes, "Quis Custodiet ipsos custodies?" It means who will guards the guardians? Though this maxim was supposedly written in the 1st/2nd century by the roman poet in the context of the controlling the action of the men in power, yet in the modern usage the phrase has found a universal and timeless applications to various concepts especially in Human resource management. CRPF personnel are the peace keepers of the nation.

There are various factors which affects the physical wellness, mental wellness and stress level of personnel of CRPF. Stress is universally present in almost all work places and it is a major area of concern in uniformed forces and police also. Uniformed force personnel including Central Armed Police Forces (CAPFs) personnel are highly vulnerable to occupational stress due to dynamic operational deployments, working conditions in various theatres, perceived risk, separation from families, inadequate facilities / resources at some work places. Central Armed Police Forces (CAPFs) consists of seven armed forces of Union of India under administrative and operational control of Ministry of Home Affairs in Government of India. The seven Central Armed Police Forces (CAPFs) consist of the Border Security Force (BSF), Central Reserve Police Force (CRPF), Central Industrial Security Force (CISF), Sashastra Seema Bal (SSB), Indo-Tibetan Border Police (ITBP), National Security Guard (NSG), and Assam Rifles (AR). Maximum CAPF troops are deployed in maintenance of law & order / Internal Security, border security duties, security of vital installations, and counter insurgency (CI) duties in hostile, adverse, unpredictable and life-threatening conditions, thereby posing a tremendous amount of physical, mental and psychological stress. Distress and disorders due to occupational stress sometimes leads to fratricides, suicides or suicidal attempts. 1205 CAPFs personnel killed themselves between year 2012 to 2021 as per report submitted on 29 March 2022 in Lok Sabha by State Home Minister. THE HINDU newspaper publication of dated 30th March 2022 related to this report is as under.



THE HINDU DELHI
WEDNESDAY, MARCH 30, 2022

High suicide rate in CAPFs, says Ministry

SPECIAL CORRESPONDENT
NEW DELHI

As many as 156 personnel of the Central Armed Police Forces (CAPF) took their own life in 2021, the highest in almost a decade, according to information provided by the Ministry of Home Affairs (MHA) in the Lok Sabha on Tuesday.

The CAPFs that comprise various security forces such as the CRPF, CISF, ITBP, SSB, BSF, NSG and Assam Rifles are deployed in various internal security and border guarding duties.

From 2012, the total number of CAPF personnel who killed themselves stood at 1,205. The incidents saw a sharp increase in the COVID-19 pandemic-induced lockdown years, with 143 and 156 committing suicide in 2020 and 2021, respectively.

From 2012 to 2019, the numbers stood at 118, 113, 125, 108, 92,125, 96 and 129, respectively.

The following data on CRPF personnel's non-operational deaths due to suicides/fratricides/diseases/accidents and other reasons etc. in CRPF is alarming.

Table 1: Data of Non-operational deaths in CRPF since 2015:

Year/ Reason	**2015**	**2016**	**2017**	**2018**	**Total**
Heart related ailment	105	89	113	98	405
Suicides	36	29	42	30	137
Accidents	N/A	N/A	66	62	128
Non-Ops Deaths due to other reason	266	358	317	240	1181
Total	**407**	**476**	**538**	**430**	**1851**

Sometimes the movements and deployment without proper rest and recuperation makes big impact on the physical wellness and psychological behavior of its personnel. **To meet these organizational expectations, A CRPF personnel requires a highest level of physical, mental and occupational wellness to be fighting fit**. In the past, few studies have been done and corrective measures / guidelines have been indicated related to physical, mental wellness and stress management but still there are many cases where those measures have been found less effective and have been found not up to expectation. Ultimate physical wellness, mental wellness and management of stress is very essential so that personnel may perform their challenging duties efficiently and may live a healthy life even in adverse circumstances. It is more or less clear that work culture and duties of CRPF can't be compromised but CRPF personnel may keep themselves better physically and mentally well and can manage occupational stress by taking certain measures.

The scope of the study is to explore the factors affecting physical and mental wellness and stress among CRPF Personnel. During this study the existing guidelines for physical and mental wellness and stress management in CAPF/CRPF will also be explored. Also, a Wellness Model is being proposed for better physical and mental wellness and stress management among CRPF personnel. The recommendations to enhance the wellness of its personnel through proposed Wellness Model will be forwarded to CRPF / MHA.

2. Literature Review

An organized literature review has been done for the present study for the period of (2001-2023) to get a summary of the topic, to understand research gap and for identifying research questions / methodology. The literature review includes various research papers from the surveys, book reviews, studies, research papers from reputed national and International Journal, BPR&D Journals/ various studies and departmental studies etc. for physical, mental wellness and stress management related topics. Brief of Literature review is as follows: -

Tripathy S, 2021 "Understanding Key Factors to overcome Stress of Employees: A Study on Central Reserve Police Force (CRPF)". The study examined the factors that contribute to stress among CRPF personnel in Odisha, with a sample size of approximately 150 employees. The findings of the research demonstrated that various factors, including individual, organizational, and environmental elements, significantly contribute to stress levels among CRPF employees. To address these issues, the study recommends that senior officers should provide proper guidance to subordinates and encourage open communication, while also offering counseling sessions and training programs on stress and time management. Overall, the study highlights the importance of implementing effective stress management strategies to improve the performance and well-being of CRPF personnel.

Balakrishnamurthy C., 2009 examined how demographic variables, including age and level of experience, influence the level of stress experienced by non-gazetted officers within the Central Reserve Police Force (CRPF). A sample of 163 CRPF personnel was analyzed, and the findings indicated that demographic factors, specifically age and level of experience, have a significant impact on stress levels among CRPF personnel. The findings of this study have implications for planning welfare programs and developing stress management strategies to improve the well-being of CRPF personnel.

S. Audichya, 2018 discussed the major factors that influence an individual's life, including satisfaction with organizations, occupation, income, health, economic condition, and family relations and highlighted the negative factors that impact the lives of Central Armed Police Forces (CAPFs) personnel, such as harsh work environments, lack of emotional support, long family

separation, and more. The challenges faced by CAPF personnel are attributed to their unorganized structure and the lack of benefits they receive. This study emphasized the importance of livelihood and need to provide a better work environment for CAPF personnel.

Varma M., 2017 examined the extent of stress among officers and staff of a federal paramilitary force in India, utilizing a self-assessment screening tool. The findings show that a considerable proportion of personnel experience stress, indicating a necessity for a healthcare system that can provide access to mental, emotional, and behavioral treatment. The study's strong points comprise its specific focus on this population and the use of a screening tool. However, the research is limited by the reliance on self-reported data and absence of information on intervention effectiveness.

Sharma S., 2015 highlights the primary factors that cause stress due to occupation among Indian soldiers, encompassing factors such as a limited sense of control in the workplace, conflicts between roles, insufficient knowledge about the profession, heavy workload and job pressure, and an unsupportive organizational culture. The study recommends addressing these negative factors by redirecting resources, creating a commitment-based management system, and encouraging the empowerment and active involvement of soldiers in decision-making processes to cultivate a healthy and stress-free work environment. Furthermore, the article proposes the implementation of practices like Sahaja Yoga meditation to alleviate mental stress among armed forces personnel and emphasizes the need for the government and military authorities to prioritize the holistic well-being of soldiers and take necessary steps to address these issues.

Rajesh et al., 2017 study was to assess the level of occupational stress and associated physical and mental health related issues among police personnel in the Calicut Urban Police District of Kerala, India. The study found that 68 percent police personnel were experiencing moderate level stress and 14 percent personnel were experiencing high levels of organizational stress. Recommendations were made for immediate intervention of Government to address occupational stress among Police personnel.

Singh S., 2015 conducted a quantitative and qualitative analysis of 300 police personnel in UP, India, using the questionnaire on occupational stress by exploring the sources of stress among Indian police personnel. The results revealed that occupational stress was a common issue among

police personnel, the specific sources of stress varied among different groups within the force. The research emphasized the importance of addressing the distinct occupational stressors faced by Indian police personnel to enhance their mental health and work performance.

Sharma D. gave a study examining "Emotional Intelligence and Occupational Stress in BSF and CRPF" highlighted significant issues faced by jawans, including high salary disparities, challenges related to unpaid medical claims, and limited career advancement opportunities. As for cadre officers, the report identified factors such as a lack of recognition, continuous postings in challenging areas, limited authority, and inadequate training opportunities, which contribute to demotivation, burnout, and various psychological complications.

Schilz and Sammito, 2023 examined the everyday physical activities performed by personnels serving in the armed forces. The review found that military personnel generally engage in higher levels of physical activity compared to the civilian population, averaging 11,540 steps on a daily basis. However, in certain fields with restricted opportunities for physical activity, such as being on board ships, the number of steps performed was significantly lower. The review suggests that majority of soldiers may not require additional physical activity programs that promote health, but there is a need for physical activity alternatives, such as fitness equipment, in specific task areas. Overall, armed forces personnel demonstrate higher physical activity levels but require tailored interventions in contexts with limited activity options.

Pandaya A.K., 2019 studied the problems faced by police organizations in India and proposed the concept of positive policing as a solution. It emphasizes the need to prioritize the health of police personnel and improve their interactions with the public. Positive policing involves organizational transformation, focusing on creating a positive work culture and professional approach. By adopting positive policing, police organizations can ensure the integrity of the nation, enhance public security, and foster better relationships with the community.

Yadav, Khanna, and Chenab 2022 examined the impact of perceived quality of work life (QWL) on the overall physical and emotional welfare of police officers. The research examined the responses of 234 police officers to a questionnaire. The assessment of emotional well-being took into account the absence of depression, emotional hyperactivity, difficulty relaxing, irritability, and

anxiety. Similarly, the evaluation of physical well-being considered the presence of diabetes, thyroid problems, insomnia, and obesity. The study specifically concentrated on the perceptions of police officers regarding the quality of work life (QWL) provided by the government. The results revealed that a significant proportion of police personnel (71.8%) experienced two or more emotional ailments, while 70% experienced two or more physical ailments. The study emphasizes the significance of evaluating and enhancing elements such as career advancement and growth prospects, work environment, safety measures, workload, compensation, and the fear of disciplinary action in relation to quality of work life (QWL) The study suggests that QWL dimensions associated with negative well-being should be addressed promptly by policymakers and management to enhance the well-being of police personnel.

Williamson et al. 2019 examined the potential physical and psychological health problems experienced by UK Armed Forces personnel and veterans. The study estimates that musculoskeletal issues are the primary cause of medical discharge, while mental health problems are prevalent among reservists and regular personnel with deployment experience. The findings suggest that over 67,000 veterans are likely to face mental and/or physical health challenges resulting from their military service between 2001 and 2014. These insights can inform future planning and provision of healthcare and support for UK Armed Forces members.

The Bureau of Police Research and Development (BPR&D), 2019 in association with the Indian Institute of Public Health, Gandhinagar (IIPHG) published twenty chapters that explore the theme related to "Occupational Stress and Mental Health Issues among the Uniformed Personnel," which was the focus of a special issue of the Indian Police Journal (IPJ) for July-September 2019. It provides valuable insights into stress-related issues in the workplace and suggests strategies for mitigating them.

The Bureau of Police Research and Development (BPR&D), 2022 in association with the Indian Institute of Public Administration New Delhi published a report on “Comparative Analysis of Attrition and Suicide Cases in CAPF and corrective Measures”. This study also identified the factors which cause stress in CAPF personnel which are responsible for Attrition and suicide in CAPF. This study also gives some recommendations for Stress management in CAPF personnel.

3. Description of the broad Area

3.1 Rationale of the study/research gaps - Need of the current research study was felt after related literature was studied, and the research gaps were identified. Very few studies related to physical wellness, mental wellness and stress management has been done in past related to CRPF personnel. However, on the basis of literature review, published reports etc. it is observed that there are some gaps in existing strategies of physical wellness, mental wellness and stress management in CRPF due to which well-being of its personnel is at some risk and still physical wellness, mental wellness and stress management in CRPF is under-recognized and undertreated. Few research gaps are as under: -

- As revealed from studies and reports there are few low medical category (LMC) cases in CRPF due to overweight and other life-style deceases like BP, sugar, behavioral disorder etc. which can be treated / managed / reduced after evaluating the existing strategies and through Wellness Model which is being proposed in present research.
- As assessed through literature review and observations/interactions there is absence of holistic Wellness Model or set of protocols/exercises/ strategies or practicing healthy habits on a daily basis to attain better physical and mental health outcomes.
- On the basis of report on "Comparative analysis of attrition and suicide cases in CAPF and corrective measures" (study was done in association with IIPA and sponsored by BPR&D and submitted by BPR&D in year 2022) it was reported that during five years (i.e. between 2015 to 2020) 182 personnel of CRPF committed suicides and approx. 39 personnel attempted suicide. Stress was found as major cause related to suicide. Though corrective measures were suggested in this but still there are few gaps in recommendations which present research will study in detail and propose a wellness model for better stress management.
- There is a gap earlier researches in covering the aspect of time management for physical, mental wellness and stress management

- Existing Wellness Models revealed from literature review lacks in explaining role of knowledge of self-defense and practices/ knowledge for operational/medical contingency preparedness.
- There may be more gaps which may be identified during research.

  So, a comprehensive study is required in this regard because untreated physical, mental and behavioral disorders may lead to decline in the overall performance of the organizations. Occupational stress can be defined as the change in one's physical or mental state in response to workplace that pose an appraised challenge or threat to an employee. Wellness is the act of practicing healthy habits on a daily basis to attain better physical and mental health outcomes, so that instead of just surviving, personnel should be thriving. Therefore, for an organization like CRPF considerable research is required to study this gap in overall wellbeing of CRPF personnel and try to find out the remedial measures by proposing Wellness Model. Otherwise, there will be considerable loss of trained human resource and it will affect the overall efficiency of the organization to preserve and restore law and order in the country. It will also be detrimental to the overall security set up of the country. Therefore, appreciating the situation from above the problem statement is worded as given under:

3.2 Problem Statement

To Propose a Wellness Model for better Physical Wellness, Mental Wellness and Stress Management of CRPF Personnel

3.3 Operational Definitions:

CRPF	Central Reserve Police Force (CRPF) is a Central Armed Police Force (CAPF) under Ministry of Home Affairs (MHA) , Government of India
CRPF Personnel	CRPF personnel means the serving Gazetted, Non-Gazetted and other ranks employees of CRPF including both male and females

Wellness	The World Health Organization (WHO) defines Wellness as "the optimal state of health of individuals and groups" and it is expressed as "a positive approach to living". Wellness can also be described as the process of incorporating positive habits into our daily lives with the aim of achieving improved physical and mental well-being.
Physical and Mental Wellness / Health	According to the World Health Organization (WHO), health is defined as a state of total physical, mental, and social well-being, and not simply the absence of disease or illness.
Stress Management	Stress management refers to a set of methods, approaches, or practices aimed at diminishing or controlling stress and mitigating the adverse effects it has on one's physical and mental health.
Wellness Model	Wellness Model may be defined as a comprehensive approach to functioning that aims to optimize an individual's potential and capabilities. The guiding philosophy is the pursuit of high-level wellness by consistent consideration and working for various dimensions of wellness through time management. The Model helps streamline intervention efforts and evaluate measures. Wellness Model may also be defined as set of protocols/exercises/ strategies or incorporating positive behaviors into your daily routine to achieve improved physical and mental well-being.

4. Objectives of the Study:

1. To explore the factors affecting physical wellness, mental wellness and causing stress among CRPF Personnel

2. To analyse the existing guidelines for physical wellness, mental wellness and stress management among CRPF/ CAPF personnel

3. Attempt to prepare a Wellness Model for better physical wellness, mental wellness and stress management among CRPF personnel

4. Recommendations and suggestions to CRPF/MHA to enhance the wellness of its personnel through this Wellness Model

5.Methodology to be adopted

5.1 Research Design

Mixed methodology of research will be used. The study will be both quantitative and qualitative in nature.

5.2 Population of research

- The universe of the study includes CRPF personnel (i.e., Gazetted officers, Subordinate Officers and Other ranks of CRPF including male and female both).
- The sample size will be approximate 500 in number
- Sampling technique will be proportional representation in various ranks
- Random, convenience, judgemental and stratified sampling will be used at various establishments of CRPF at different zones/geographical area.

5.3 **Research Tools: -**

I. For testing physical Wellness: -

Structured Physical variables (Measurement & tests)

II. Mental Wellness & Stress Management –

Mental Health screening tools like GMHAT (Global Mental Health Assessment tool), Mini Mental State Examination (MMSE) etc. with minor modifications if so, required will be used during study.

III. Existing Annual Medical examination (AME) and Physical Efficiency Test (PET) protocols in CRPF/CAPFs with minor medications in format will be used to test Physical and Mental Wellness.

5.4 Data collection/sampling methods

Primary Data

- To gather the primary information/data a set of data collection techniques will be used suitably namely standard/structured/ semi-structured questionnaire, interviews (online/offline), Emails, observation and one-to-one in-depth interaction, physical/online sessions and written/verbal feedback. It will also include focus group discussion and evidence-based observation technique.
- In order to achieve the objective 3, this research will include an experimental study in which a control group of 300 personnel of CRPF will be evaluated on the given parameters. After that they will be given 3 months training on the proposed Wellness Module. Also post experiment the result will be collected using structured questionnaire or physical measurement tool/test.
- Similarly other un-controlled group of 300 personnel of CRPF will be pre-tested and post tested without giving any training on the proposed Wellness Module, to rule out the impact/outcome of the experiment.

Secondary Data

To gather secondary data, data from sources like USI Journals, BPR&D, journals, UGC and other journals, desk review of relevant studies, documents, reports and other printed/published documents of CAPF's will be carried out. Data available at Google and other websites/social media will also be used.

5.5 Data Analysis

- A descriptive analysis of the data will be done with the use of descriptive statistics, wherein mean, median, mode, frequency, percentage, standard deviation etc.
- Reliability and Validity of the scales will be examined through statistical tools.
- Factors analysis will be done to describe variability among the variables and to reduce the factor loading. T-test /ANOVA etc. will be used to do the analysis.

6. **Expected outcome of the study or Contributions of the study**

- The Research Study would be significant in exploring and understanding the factors affecting physical wellness, mental wellness and causing stress among CRPF Personnel. The role and deployment of CRPF personnel very in nature, terrain, resources, facilities and types of duties so a large variety of factors affecting Physical Wellness, Mental Wellness and causing occupational stress will be available
- Identification of most of the existing strategies / guidelines for physical wellness, mental wellness and stress management among CRPF/ CAPF personnel. As different CAPF may be using few different strategies to manage the Physical wellness, mental wellness, and stress management of their personnel so various types of strategies which be available at a glance for various factors
- The strategies used by different Paramilitary forces may be beneficial to one another so very productive recommendations are expected to come out from different forces, different studies, field experiences etc. Recommendations of the study through Wellness Model, field observations and analysis of data being collected are expected beneficial for better physical wellness, mental wellness, and management of stress in CRPF /CAPF Central Armed Police Forces (CAPF) personnel and recommendations being submitted in the form of research may guide the Government departments to implement them for well-being of all personnel. Population of approx. 03 Lacs CRPF personnel is expected to be benefitted for better physical, mental wellness and stress management.
- After implementation of present research recommendations to MHA other CAPFs (i.e. BSF,CISF, ITBP, SSB, Assam rifles and NSG) , defense forces and state/ UT polices may be benefitted.
- As Physical Wellness, Mental Wellness and stress management is also the need of society so few recommendations of Wellness Model may benefit society as a whole.

7. **Limitations of the study**

This exploration is limited to the CRPF personnel only. It does not include defence forces and State/UT polices. In the future studies the other armed forces under CAPF and other polices may also be included.

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Research Scholar

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SHORT SYNOPSIS

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ABSTRACT

Wellness is the new buzzword in Human Resource management practices of various organizations in 21st Century. Every organization want to achieve 100 percent alignment in terms of its expectations with competencies of its employees, so that person organization fit (POF) can be identified, groomed for enhancing organizational efficiency. Central Reserve Police Force (CRPF), the largest Central Armed Police Force (CAPF) of India, which is mandated to preserve and promote law and order across the length and breadth of India, is a great repository of trained and disciplined human resources. As CRPF is the lead internal security police force of the Union of India so the overall wellness of the CRPF personnel need to be optimum, to be relevant and contemporary. This study is to explore the factors affecting physical wellness, mental wellness and causing stress among CRPF Personnel. In this study existing guidelines for physical wellness, mental wellness and stress management among CRPF/CAPF personnel will also be explored and

a Wellness Model is being proposed for better physical wellness, mental wellness and stress management among CRPF personnel. Recommendations and suggestions for better Physical, Mental wellness and stress management of its personnel through proposed Wellness Model will also be forwarded to CRPF / MHA. The proposed Wellness Model can give tangible results in performance, when it is understood and implemented at all institutions of CRPF and to the last men of the ranks and files.

Keywords: CAPF, CRPF, Battalion, Physical Wellness, Mental Wellness, Stress Management, Wellness Model

To Propose a Wellness Model for better Physical Wellness, Mental Wellness and Stress Management of CRPF Personnel

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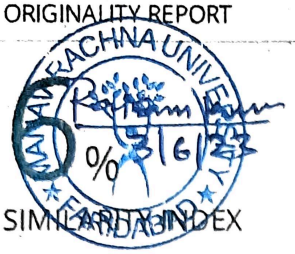

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